

# ETHICAL INFLUENCE LEADERSHIP AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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## Abstract

Human resources are the main asset for organizations who are planners and active actors of various activities within the organization. This research method uses quantitative research. The research results show that Ethic Leadership has a significant effect on the performance of Lubuk Pakam DPMD employees, where the t value is 3.762 while the t table is 1.699 (t count > t table and sig<0.05 (0.001<0.05). Thus it can be stated that ethics leadership has a significant effect on the performance of DPMD Lubuk Pakam employees. The work environment has a significant effect on the performance of Lubuk Pakam DPMD employees, with a t value of 2.986, while the t table is 1.699 (t count > t table) and sig<0.05 (0.006<0.05). Thus, it can be stated that the work environment has a significant effect on the performance of DPMD Lubuk Pakam employees. Simultaneous test results using the F valuetable 2,960, there are results where Fcount>Ftable (39.192>2.960) with a sig level<0.05 (0.000<0.05). On this basis, the previously proposed research hypothesis can be accepted because it is proven to be true.



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## 1. INTRODUCTION

Human resources are the main asset for organizations who are planners and active actors of various activities within the organization. Human resources have thoughts, feelings, desires, status and educational background whose thought patterns can be brought into an organizational environment. Human resources are not like money, machines and materials which are positive and can be fully managed to support the achievement of company goals. So the success of an organization is supported by its ethics Leadership and the work environment provided to members of the organization. Achieving organizational goals also does not only depend on technology, but is more dependent on the humans who carry out their work. The ability to provide good work results to meet the needs of the organization as a whole is a contribution to employee performance.

Ethic Leadership (Leadership Ethics) are moral standards that provide clear boundaries between “good” and “bad,” and guide leaders in decision making. Ethics will also require leaders to think and act in accordance with appropriate norms in social relationships. Ethical leaders have a positive influence on the people they lead. By encouraging attitudes and actions based on shared

moral values, leaders will be role models in creating an ethical work environment and building a strong organizational reputation. Ethic Leadership Starting from two things in a leader, namely character or personality and actions or behavior.

In an organization, whether in the form of a business or non-business organization, leadership is an important factor that determines the survival or sustainability of the organization. The role of leadership is very influential and important in an organization as one of the determinants of success in achieving the vision and mission of an organization. Leaders must be able to organize and create a conducive working atmosphere where the existing working atmosphere makes employees feel comfortable and fosters a sense of discipline to complete the work. The leadership needed is one that is able to direct and use available human resources optimally, so that employees will feel comfortable at work and will have an influence on the performance of the employee concerned.

Employee performance is a very important and interesting part because it has proven to be very important in its benefits, an institution wants employees to work seriously according to their abilities to achieve good work results, without good performance from all employees, success in achieving goals will be difficult to achieve. Performance basically includes mental attitudes and behavior that always have the view that the work carried out now must be of higher quality than the work carried out in the past, so that the future will be of higher quality than now. An employee or employee will feel proud and satisfied with the achievements they have achieved based on the performance they provide for the agency. Good performance is a desirable condition in the world of work. An employee will achieve good work performance if his performance meets standards, both quality and quantity.

Another factor that influences employee performance in a company is the work environment because it is closely related to the level of employee satisfaction. If the work environment is good then this can have a positive influence on employee performance, and vice versa. The work environment is a factor that indirectly influences employee performance. The work environment is something around workers that influences them in working, such as temperature, humidity, pollution, air, ventilation, lighting, noise, noise, cleanliness, and whether work tools and equipment are adequate (Sondang, 2015, p. 160). Working environmental conditions are said to be good if they allow someone to increase their work productivity, both physical and non-physical conditions. Physical conditions relate to the condition of the building, work space, ventilation and so on. Non-physical work environment conditions that can provide psychological satisfaction to employees, for example harmonious relationships, opportunities for advancement and so on (Sondang, 2015, p. 172).

The Community and Village Empowerment Service (DPMD) as the implementing element of government affairs in the field of community and village empowerment is led by a Head of the Service who is located below and is responsible to the Regent through the Regency Regional Secretary. DPMD those who have a service function certainly have great access and apparently cannot be separated from their role in responding to the phenomenon of resource management, so that the performance of agencies and employees becomes the main demand in providing services to the community effectively and efficiently. Currently, the performance of DPMD employees helps the government in realizing its vision, mission and policies for Community and Village Empowerment in all fields. Based on observations while at DPMD, it appears that employee performance is still less effective. Based on the description above, the problem in this research seen from the background expressed above is the influence of ethics leadership and work environment on employee performance at the Community Empowerment Service.

## 2. LITERATURE REVIEW and HYPOTHESIS

## 2.1. Literature Review

Ethics is a collection of principles or values relating to morals. Ethics comes from the Greek *ethos* (singular word) which means: residence, pasture, enclosure, habits, customs, character, attitude, way of thinking. The plural form is *ta, etha*, which means customs. In this case, the word ethics has the same meaning as morals. Morals come from the Latin word: *Mos* (singular form), or *mores* (plural form) which means customs, habits, behavior, character, habits, morals, way of life. According to Johson in Ernawan (2016: 2) ethics is a branch of philosophy, the aim of which is to study behavior, both moral and immoral with the aim of making reasonable considerations and ultimately arriving at adequate recommendations that can certainly be accepted by a certain group or individual. According to Wiley in Ernawan (2016 :3) that ethics influences moral obligations, responsibility and social justice. Ethics in a more contemporary way reflects the character of a company, which is a collection of individuals.

Yukl, Mahsud, Hassan, and Prussia (2013), *Ethics Leadership* has several indicators, namely:

1. Honesty, some of the indicators of honesty are conveying something according to the circumstances, not manipulating information.
2. justice, honesty in disciplining subordinates and making decisions fairly.
3. integrity, is a consistent, disciplined and objective attitude towards problems.
4. altruism, compassion to help others selflessly, concern for values with high tolerance and social action.

Work environment According to Nitisemito (2012: 183), the work environment is everything that exists around workers that can influence them in carrying out their assigned tasks. Steers (2014: 128) states that the work environment and job satisfaction have a clear influence between the work environment and satisfaction. The work environment is the conditions that exist in the process of activities and the structure of the company around the workers which can influence them in carrying out their assigned tasks. The work environment is an important component in employees carrying out their activities because it is directly felt both physically and non-physically by employees. Sedarmayanti (2011) defines the work environment as the totality of tools and materials encountered in the surrounding environment where a person works, their work methods and work arrangements both individually and in groups, it can be concluded that good work environment conditions will support employee productivity which can ultimately have an impact on increase in employee performance.

Indicators of an employee's physical work environment according to Moekijat in (Ahmad: 2018) are as follows: lighting, color, music, air, sound. Siagian (2014:61) suggests that non-physical work environment indicators consist of several indicators, namely: employee work relationship with superiors, employee work relationship with co-workers.

Employee performance is a result achieved by the employee in his work according to certain criteria that apply to a particular job. According to Robbins (2013), employee performance is a function of the interaction between ability and motivation. According to Mangkunegara (2011:9) performance can be defined as the quality and quantity of work results that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him.

Mangkunegara (2015) believes that there are six work environment indicators, namely as follows:

- a. Punctuality
- b. Quality of work results
- c. Quantity of work output
- d. Cooperative attitude

- e. Responsibility
- f. Initiative

## 2.2. Hypothesis

A hypothesis is a temporary answer to the formulation of a research problem, the answer given is only based on relevant theory, not yet based on empirical facts obtained through data collection (Sugiyono, 2015: 51). Based on the framework above, the hypothesis in this research is as follows:

1. There is an Ethical influence leadership on employee performance at the community and village empowerment service in Lubuk Pakam
2. There is an influence of the Work Environment on job satisfaction at the community and village empowerment service in Lubuk Pakam
3. There is an Ethical influence leadership and work environment on employee performance at the community and village empowerment service in Lubuk Pakam

## 3. METHODS

Research is a process of activity in the context of seeking knowledge, with the aim of discovering knowledge in a scientific and systematically arranged manner. So in this research, the author uses quantitative research, namely research whose data is quantitative data so that the data analysis uses quantitative analysis (*inference*). Quantitative data is in the form of numbers.

In this research that is The population is all employees of the Community and Village Empowerment Service in Lubuk Pakam totaling 33 people. Sampling technique “this research is *Saturated Sampling* namely a sampling technique when all members of the population are used as samples (Sugiyono 2014). This is often done when the population is relatively small. Another term for a saturated sample is *Sensation*, where all members of the population are sampled.” The sample in this study was the entire population of 33 people. This research uses path analysis (*Path Analysis*). According to Kuncoro., (2007:2-3) Path Analysis is used to analyze the relationship between variables with the aim of determining the direct and indirect influence of a set of independent variables on the dependent variable.

## 4. RESULTS

### 4.1. Research Results

Table 1  
Partial Regression Testing Results (t)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-3,851	6,468		-,595	,556		
	etik leadeship	,514	,137	,490	3,762	,001	,402	2,486
	work environment	,355	,119	,343	2,986	,006	,517	1,934

a. Dependent Variable: employee performance

The t table value in this test is 1.699 where the significance level is 5% (0.05), with degrees

of freedom  $df = n - k$  or  $df = 33 - 4 = 29$ . Where  $n$  = number of respondents and  $k$  = number of variables.

Based on table 1, it explains that:

1. Ethic *Leadership* has a significant effect on the performance of Lubuk Pakam DPMD employees, where the  $t$  value is 3.762 while the  $t$  table is 1.699 ( $t_{count} > t_{table}$  and  $sig < 0.05$  ( $0.001 < 0.05$ )). Thus it can be stated that ethics *leadership* has a significant effect on the performance of DPMD Lubuk Pakam employees.
2. The work environment has a significant effect on the performance of Lubuk Pakam DPMD employees, with a  $t$  value of 2.986, while the  $t$  table is 1.699 ( $t_{count} > t_{table}$ ) and  $sig < 0.05$  ( $0.006 < 0.05$ )). Thus, it can be stated that the work environment has a significant effect on the performance of DPMD Lubuk Pakam employees.

Table 3  
Simultaneous Regression Testing Results  
ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	801,275	3	267,092	39,192	.000 <sup>b</sup>
Residual	197,634	29	6,815		
Total	998,909	32			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), leadership ethics, work environment, leadership ethics

Source: Processed 2024 Questionnaire Data

$df_1 = (k - 1) = (4 - 1) = 3$  and  $df_2 = (n - k - 1) = (33 - 4 - 1) = 28$ , then the  $F$  table in this study is 2.960. Simultaneous test results using the  $F_{table}$  value 2,960, there are results where  $F_{count} > F_{table}$  ( $39.192 > 2.960$ ) with a sig level  $< 0.05$  ( $0.000 < 0.05$ ). On this basis, the previously proposed research hypothesis can be accepted because it is proven to be true.

## 5. DISCUSSION

1. Ethic *Leadership* has a significant effect on the performance of Lubuk Pakam DPMD employees, where the  $t$  value is 3.762 while the  $t$  table is 1.699 ( $t_{count} > t_{table}$  and  $sig < 0.05$  ( $0.001 < 0.05$ )). Thus it can be stated that ethics *leadership* has a significant effect on the performance of DPMD Lubuk Pakam employees.
2. The work environment has a significant effect on the performance of Lubuk Pakam DPMD employees, with a  $t$  value of 2.986, while the  $t$  table is 1.699 ( $t_{count} > t_{table}$ ) and  $sig < 0.05$  ( $0.006 < 0.05$ )). Thus, it can be stated that the work environment has a significant effect on the performance of DPMD Lubuk Pakam employees.
3. Simultaneous test results using the  $F_{table}$  value 2,960, there are results where  $F_{count} > F_{table}$  ( $39.192 > 2.960$ ) with a sig level  $< 0.05$  ( $0.000 < 0.05$ ). On this basis, the previously proposed research hypothesis can be accepted because it is proven to be true.

## 6. CONCLUSION AND LIMITATION

1. Ethic *Leadership* has a significant effect on the performance of Lubuk Pakam DPMD employees, where the  $t$  value is 3.762 while the  $t$  table is 1.699 ( $t_{count} > t_{table}$  and  $sig < 0.05$ )).

- (0.001<0.05). Thus it can be stated that ethics *leadership* has a significant effect on the performance of DPMD Lubuk Pakam employees (H1 is accepted).
2. The work environment has a significant effect on the performance of Lubuk Pakam DPMD employees, with a t value of 2.986, while the t table is 1.699 (t count > t table) and sig<0.05 (0.006<0.05). Thus, it can be stated that the work environment has a significant effect on the performance of DPMD Lubuk Pakam employees (H2 is accepted).
  3. Simultaneous test results using the F value<sub>table</sub> 2,960, there are results where F<sub>count</sub>>F<sub>table</sub> (39.192>2.960) with a sig level<0.05 (0.000<0.05). On this basis, the previously proposed research hypothesis can be accepted because it is proven to be true (H3 is accepted).

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